

Welcome to your Induction to: Aspiring Managers' Programme 2024



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Agenda

- Introductions and Welcome
- Recap of Programme
- Workshop Detail
- Your Mentor
- Your Coach
- Providers
- Next Steps

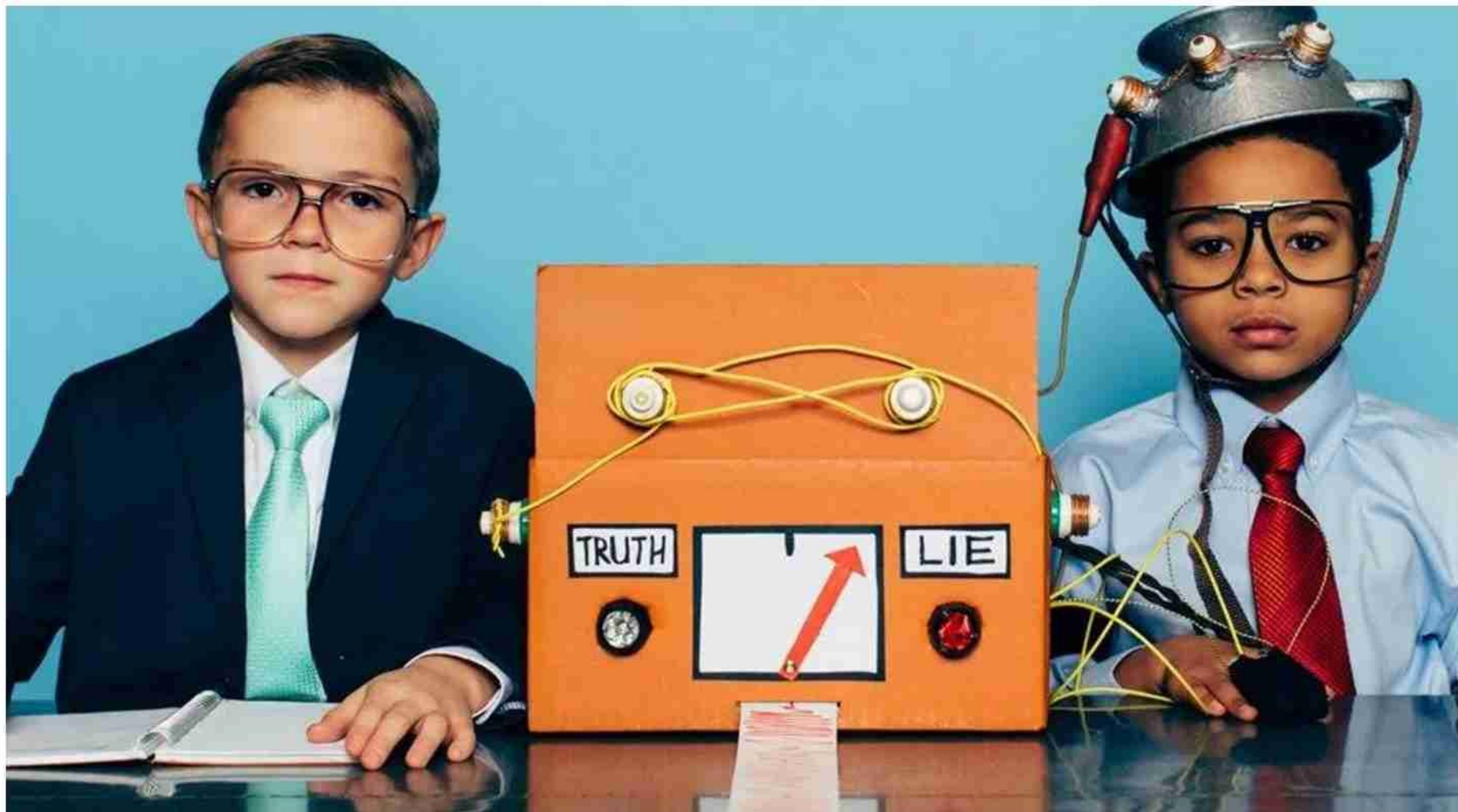


Nice Work
Great Job
Well Done

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Introduction and Activity



Recap of Programme

The Aspiring Managers' Programme, including Positive Action:

- 12 months in duration
- 1 x workshop per month for 10 months
- 2 x practical elements
- 1:1 coaching sessions
- Mentoring



Impact Measures

This is a pilot project, so we have no data to compare to. We therefore want to monitor how people progress

- We will monitor data around your progressions – who, what and when
- We want employees to feel that they are valued and that they can see that the council is committed to EDI.
- We want doors to development opportunities that leverage the opportunity for those underrepresented to be opened
- Positive outcome examples: sideways career development, additional responsibilities, leading a project, a promotion, a grade increase.
- Other measures will include survey results, note in increased confidence, starting measures to end measures/distance travelled, line manager testimonials.



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What would success look like for you?

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Representation in Leadership



Need to remove barriers:

Imposter Syndrome

Doubt

Lack of Representation

Not Fitting

Acceptance

Replace with:

Skills and Capabilities

Performance

Revenue

Diverse Teams

Individuality and Uniqueness

*1 minor swear word within video



Your Workshops



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Workshop 1 and 2

Self-Assessment and PDP

- Suite of personal assessments
- SWOT
- Personal Development Planning
- Goal Setting and Strategic Planning

Overcoming Barriers

- Celebrating Diversity
- Exploring cultural insights, belief and religions of those in the group
- Sharing stories and experiences around challenges
- Addressing Implicit Bias
- Ability to promote and present own skills and experiences
- Self-care and wellbeing



Workshop 3 and 4

Managing Self and others

- Time management tools and techniques
- How to prioritise activities and approaches to planning
- Avoiding procrastination
- Delegation
- Managing expectations

Leading People

- Leadership V Management
- Leadership styles
- Coaching skills
- Leading development and change
- Leadership models and theories



Workshop 5 and 6

Inclusive Leadership

- EDI in the workplace
- Understanding cultures
- Unconscious bias
- Inclusive conversations
- Psychological safety
- Ensuring belonging

Managing Performance

- How to build a high-performing team by supporting and developing individuals and motivating them to achieve.
- The good, the bad and the ugly



Workshop 7 and 8

Communication

- Customer and stakeholder relationship management
- Building trust with the team
- Challenging conversations and constructive feedback.
- Active listening and provision of constructive feedback.
- Feedback mechanisms and how to use emotional intelligence
- Communication methods and channels

Wellbeing and Green

- Wellbeing and mental health for self and team.
- Internal & external resources
- The feelings wheel
- Own Health and Safety and Line management responsibilities for H&S
- Environmental sustainability



Workshop 9 and 10

Money and Numbers

- Procurement Governance and the council way
- Finance
- Budgeting
- Data

Employability and Careers

- CV creation or update
- Online profiles/videos
- Application form support
- Interview Skills
- Presentation and pitching skills



Practical Sessions x 2



- **Learner tailored sessions:**
- Practical/skills practice
- Small projects
- On the job training
- Job swaps
- Taster Sessions



Break

- What else do you feel might support you or benefit the group?



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What else do you think could support you?

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Mentor and Coach



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Mentor V Coach

Mentor

- A mentor is someone who shares knowledge, skills and experience, around their area of specialism
- They guide you as to the path they took
- They help you to develop and grow

Coach

- A coach provides guidance on specific goals
- They don't show you how to do things, but guide you there
- Give constructive feedback and direction



Your Mentor



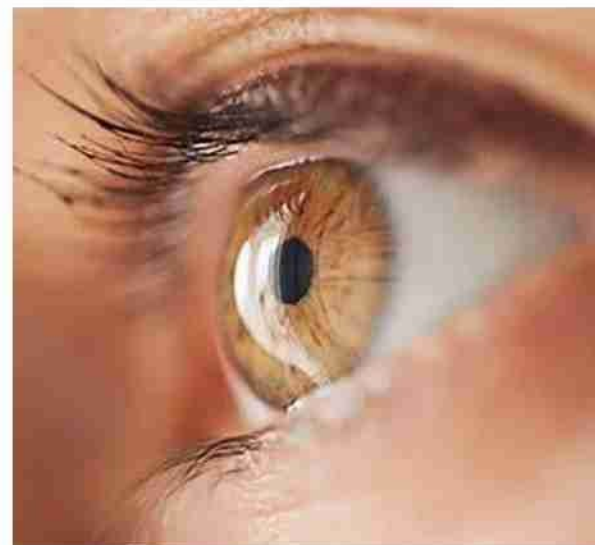
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Your Mentor

When looking for a mentor.....

- Who do you look up to?
- Who do you aspire to be?
- What is your ideal role?
- What would you like to learn?
- Where do you need to improve?
- Who do you trust?



Your Coach

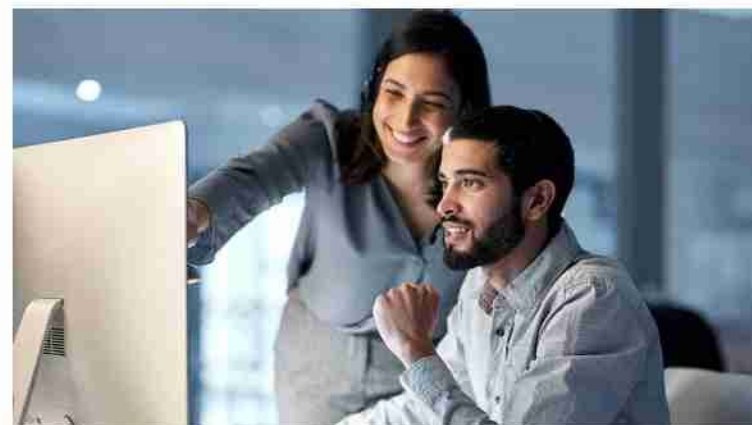


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Your Coach

- We are sourcing a range of diverse and qualified coaches – external
- There will be a maximum of 7 coaching sessions on the programme
- We are assessing people to make a “bank”
- You will be able to choose from the “bank”
- Profiles will be available
- An introduction call will be made available before committing



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Sobia meets with Tom once a month to discuss her career aspirations in the HR industry and seeks his help around her progressing towards a higher level role. Tom has been in HR leadership for 6 years.

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Peter struggles with public speaking and Angela is great at it. Angela sets some goals around activities that Peter can try, and guides him to ways he can practice. Angela asks questions on how his practice is working out, and gives him feedback on this.

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Alisha is a Customer Service Team Leader. She is allocated a consultant to work with her for a day a month for 3 months, to help her develop a strategy to improve customer service satisfaction results for the service area.

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Providers

- Inclusive Employers
- [Inclusive Employers - experts in workplace inclusion](#)
- **Why Inclusive Employers?**
 - 1, Specialists in Equality, Diversity and Inclusion
 - 2, We have an established relationship
 - 3, Specialist in Inclusive leadership training
 - 4, Strong resources library – including webinars, podcasts
 - 5, Consultancy and Advisory Services



Providers

- CM Talent
- [Home - CMT \(cmtalent.co.uk\)](https://cmtalent.co.uk)
- **Why CM Talent?**
 - 1, EDI Advocates
 - 2, Learner centred
 - 3, Wellbeing focused
 - 4, Leadership Coaching as well as training
 - 5, Experience includes TV, policy and talks



Providers

- 10 X Managers

10X Managers | Management & Leadership Development & Training

- **Why 10 X Managers?**
- 1, They source a range of experts
- 2, Networking opportunities
- 3, A strong selection of coaches
- 4, Access to 10X Managers platform with resources and other training
- 5, Leadership and Management specialists



Providers

- **Max Talent**

About Max Talent - Strengthsfinder Coach & Learning & Development Partner — Max Talent - Strengthsfinder Coach & Learning & Development Partner

- **Why Max Talent?**
- 1, Established relationship
- 2, Interactive training sessions
- 3, Qualified Coach
- 4, Expert in leadership training and development
- 5, Previous L&D leader and people expert



Leadership Conversations

- Various diverse subjects
- Communication
- Collaboration
- Training
- Sharing ideas and best practice
- Supportive Community
- CMT in attendance



Next Steps and Questions

- Confirm additional bonus workshop
- Mentors – Start 2025
- Coaches – Start January 2025
- Aspiring Managers' Teams Channel
- Issued with a LIVE learner handbook

